

UNITED STATES DISTRICT COURT  
SOUTHERN DISTRICT OF INDIANA  
INDIANAPOLIS DIVISION

KRISTINE R. REDNOUR, )  
Plaintiff, )  
vs. ) No. 1:13-cv-00320-SEB-DKL  
WAYNE TOWNSHIP, )  
*et al.* )  
Defendants. )

## Verdict

1) Was Ms. Rednour's diabetes a disability? Answer Yes or No: Yes 7-31-15

If you answered "Yes," proceed to Question 2; if you answered "No," you have found for Wayne Township. Have the presiding juror sign and date the verdict form below.

**2) Was Ms. Rednour qualified to perform her job as a paramedic, either with or without a reasonable accommodation?**

Answer Yes or No: yes 7-31-15

If you answered "Yes," proceed to Question 3; if you answered "No," you have found for Wayne Township. Have the presiding juror sign and date the verdict form below.

3) If you answered Question 1 "Yes," was Wayne Township aware of Ms. Rednour's disability? Answer Yes or No: Yes 7-31-15

If you answered "Yes," proceed to Question 4; if you answered "No," skip to Question 7.

4) Was the need for an accommodation of Ms. Rednour's disability so apparent in June and July of 2011 that Wayne Township was or should have been aware of it?

**Answer Yes or No: Yes 7-31-15**

*If you answered "Yes," proceed to Question 5; if you answered "No," skip to Question 7.*

**5) Regarding reasonable accommodation, would providing such to Ms. Rednour have imposed an undue hardship on Wayne Township's business? Answer Yes or No: NO 7-31-15**

*If you answered "Yes," skip to Question 7; if you answered "No," proceed to Question 6.*

**6) Regarding reasonable accommodation, would providing such to Ms. Rednour have created a significant risk of substantial harm to Ms. Rednour and/or others that could not have been eliminated or reduced by a reasonable accommodation?**

**Answer Yes or No: NO 7-31-15**

*If you answered "Yes," proceed to Question 7; if you answered "No," skip to Question 10.*

**7) Was Ms. Rednour's diabetes a motivating factor in Wayne Township's decision to terminate her? Answer Yes or No: \_\_\_\_\_**

*If you answered "Yes," proceed to Question 8; if you answered "No," you have found for Wayne Township. Have the presiding juror sign and date the verdict form below.*

**8) If Ms. Rednour's diabetes was a motivating factor in Wayne Township's decision to terminate her, has Wayne Township shown that it would have terminated her even if she did not have diabetes? Answer Yes or No: \_\_\_\_\_**

*If you answered "Yes," you have found for Wayne Township. Have the presiding juror sign and date the verdict form below. If you answered "No," proceed to Question 9.*

**9) Regarding Ms. Rednour's retention as an employee, would such retention have created a significant risk of substantial harm to Ms. Rednour and/or others that could not have been eliminated or reduced by a reasonable accommodation? Answer Yes or No: \_\_\_\_\_**

*If you answered "Yes," you have found for Wayne Township. Have the presiding juror sign and date the verdict form below. If you answered "No," proceed to Question 10.*

**10) Did Ms. Rednour suffer a net loss of wages and benefits as a result of the discrimination she experienced? Answer Yes or No:** Yes 7-31-15

*If you answered "Yes," proceed to Question 11; if you answered "No," skip to Question 12.*

**11) What amount of net wages and benefits would compensate Ms. Rednour for her losses?**  
Answer: \$ 123,500. 7-31-15

*Proceed to Question 12.*

**12) Did Ms. Rednour suffer emotional damages as a result of the discrimination she experienced? Answer Yes or No:** Yes 7-31-15

*If you answered "Yes," proceed to Question 13; if you answered "No," your verdict is complete. Have the presiding juror sign and date the verdict form below.*

**13) What amount will fairly compensate Ms. Rednour for the emotional damages she suffered as a result of the discrimination she experienced? Answer: \$ 100,000 7-31-15**

*Your verdict is now complete. Please sign the verdict form on the line provided below and contact the bailiff.*

[Redacted] \_\_\_\_\_  
Presiding Juror

7-31-15  
\_\_\_\_\_  
Date